

	Portales Police Department	SOP #	104.01
	Standard Operating Procedure & Policy	Date Revised:	
		ADM. #	04.01
1700 N. Boston St. Portales NM, 88130	Goals and Objectives	Effective Date	
(575) 356-4404		Approval:	Pat Gallegos, Chief of Police

## **I. STATEMENT OF PURPOSE**

The purpose of this order is to identify the organizational philosophy of the Department which emphasizes a positive working relationship between the public and the police. This concept involves a community oriented approach to policing. Each unit's goals and objectives will be focused to achieve this philosophy.

## **II. MISSION STATEMENT**

THE PORTALES POLICE DEPARTMENT IS COMMITTTED TO FAIRNESS, COMPASSION, AND EXCELLENCE WHILE PROVIDING POLICE SERVICES IN ACCORDANCE WITH THE LAW AND SENSITIVE TO THE PRIORITIES AND NEEDS OF THE PEOPLE.

## **III. GOALS AND OBJECTIVES**

- A. The Department and each unit within the Department will have a written set of goals and objectives.
- B. The Department goals and objectives form the foundation and are in addition to the individual unit goals and objectives. All agency goals and objectives are established by providing each employee the opportunity to supply input into the process.
- C. Supervisors of each unit draft and submit their goals and objectives after consulting with the employees of their component. Each unit maintains their goals and objectives and is responsible for accomplishing them within the allotted period of time.
- D. A copy of the goals and objectives is submitted to the Chief of Police every March. An update of the progress towards the attainment of the

Department's goals and objectives, as well as the unit's goals and objectives, is submitted by each organization unit to the Chief of Police every October. The Accreditation Unit retains copies of the goals and objectives as well as the progress reports.

- E. The Department and the unit goals and objectives are distributed annually to all personnel during the month of March by the Accreditation Unit.

#### **IV. POLICY STATEMENT**

It is the desire of the Portales Police Department to provide guidance in those circumstances wherein the Rules and Regulations and Standard Operating Procedures or stated procedures cannot be followed. When employees encounter circumstances in which department policy or stated procedures cannot be followed, officers adopt alternative procedures to accomplish police objectives.

When the use of alternative procedures becomes necessary, employees adopt those alternative procedures which will accomplish policy objectives in the most expedient manner with the least inconvenience to the public. Alternative procedures are those which tend to accomplish stated policy objectives in a manner which best insures the safety and welfare of the employee and the general public.

#### **V. PLANNING AND RESEARCH**

- A. It is the philosophy of this Department that each member has an interest and responsibility to participate in the planning process. Members will be advised when planning sessions are scheduled and are encouraged to submit suggestions.
- B. The role of the planning and research function will be to assist the Chief of Police and staff in providing Department-wide planning and direction, and evaluation of the achievement of goals and objects.
- C. Any reports generated from Planning and Research will be disseminated to the affected individuals and divisions.
- D. Planning and Research will assist and coordinate the development of a three-year plan which will include the following:
  - 1. Goals and objectives;
  - 2. Anticipated workload and population trends;
  - 3. Anticipated personnel levels;
  - 4. Anticipated capital improvements and equipment needs